

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: California National Guard Full-time Personnel Publication System

1. References.

- a. Title 5 United States Code (USC) Sections 301 and 302
- b. Title 32 United States Code (USC) Section 709
- c. Technician Act of 1968 (PL 90-486), codified in Title 32 USC Section 709
- d. Senate Report No. 1446, 22 July 1968

2. Mission changes, in both the Army and Air Force, have a direct impact on the mission of the National Guard and continue to challenge the most important element of our readiness capability, the Full-Time Support (FTS) provided by Army and Air National Guard Technicians and Active Guard and Reserves (AGR). As the role of the National Guard (NG) continues to increase, some States are reengineering their State Headquarters in an effort to economize, standardize, and focus critical assets that will enhance readiness of field units to better support these missions, at home and abroad.

3. Despite an evolving operational environment, new missions and changes in organizational structures, the design, function, and nature of the State Human Resource Office (HRO) remains unchanged. It is the policy of the National Guard Bureau (NGB) that, as a separate element of The Adjutant's General (TAG) Joint Staff, the HRO is the single office through which TAG discharges his obligations for managing and administering the Full-time Support (FTS) Programs.

4. That authority must be closely held, and is done so by the State HRO. Given the complexities of managing a Full-time Support structure, which includes Active Guard Reserves (AGR), military technicians (Dual and Non-Dual Status), active component (10 USC) personnel, and Federal civilian employees (5 USC), centralized authority is essential to successful management and administration of the FTS programs.

5. The California National Guard Directorate for Human Resources is committed to improving our work products and processes as well as; saving time, money and effort. To achieve this goal, one solution to providing better customer service is the release of the new California National Guard Full-time Personnel Regulations (CNGFPR) and California National Guard Full-time Personnel Handbooks (CNGFPH). Upon implementation of these regulations and handbooks, the relative Technician/AGR Administrative Instruction (TAAI) and chapter of the Technician Personnel Manual (TPM), dated March 2000, will be abolished.

6. Applicability. California National Guard Full-time Personnel Publication System applies to all California Army and Air National Guard technician and AGR employees and to commanders, managers and supervisors (military or civilian) with authority or responsibility over full-time personnel management.

7. Purpose. California National Guard Full-time Personnel Regulations establish the personnel management programs through a uniform system of Full-time personnel publications as authorized by Public Law 90-486, The National Guard Technician Act of 1968 (32 USC 709).

8. Publications. Full-time personnel matters will be issued using the following publications. If a conflict exists between a CNGFPR and the Title, Code of Federal Regulation (CFR), National Guard Bureau (NGB) TPR, or other Federal law or regulation, higher guidance will be followed. Electronic version of all publications and forms are obtainable at <http://www.calguard.ca.gov/cahr/publications.html>.

CAJS-J1-HR, Memorandum dated 1 May 2006

SUBJECT: California National Guard Full-time Personnel Publications

a. California National Guard Full-time Personnel Regulations. Used to establish policies, responsibilities, procedures and other directive instructions of a permanent or continuing nature which remain in effect until superseded or rescinded and:

(1) Are directive in nature, as opposed to suggestions, guidance, or helpful hints.

(2) Require uniform compliance among organizations of the California National Guard.

b. California National Guard Full-time Personnel Handbooks. Used for material of a permanent or long-term nature issued for instructional, informational or reference purposes, or to provide technical guidance. CNGFPH's remain in effect until superseded or rescinded.

c. Technician/AGR Administrative Instructions. Used to rapidly disseminate implementing instructions, policy, program changes, and technician leave donation requests. TAAI's expire one year after issuance unless specified, superseded or rescinded. TAAI's will be reviewed prior to their expiration date and, if still applicable, may be reissued or incorporated into a CNGFPR's or CNGFPH's.

9. Numbering System. Full-time Personnel Publications are numbered to follow, to the extent practical, the general numbering of 5 CFR Parts 1 through 1199, whenever the topic is similar. They are issued in the following categories:

100 Full-Time Personnel Publications

200 Full-Time Personnel Management

300 Employment and Staffing

400 Performance Management, Training, Development and Awards

500 Classification and Pay Administration

600 Leave and Absences

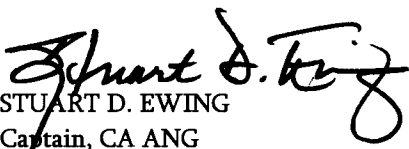
700 Voluntary, Non Disciplinary and Adverse Actions

800 Benefits and Retirement

900 Labor-Management Relations, Political Activities, and Equal Employment Opportunity

10. Timeline. Beginning 1 May 2006, the Directorate for Human Resources will begin the publication and release of the new California National Guard Full-time Personnel Publications. The publication of these regulations and handbooks will take place in a phased implementation to be completed no later than 1 October 2006. Additional publications, or changes, to publications will be published in a timely basis thereafter.

11. Point of Contact. Questions or comments may be directed to Captain Stuart D. Ewing, Deputy Director for Human Resources, at CAGNET 6-3402, DSN 466-3402 or (916) 854-3402 or email stuart.ewing@us.army.mil.


STUART D. EWING
Captain, CA ANG
Deputy Director for Human Resources

DISTRIBUTION:

Army – TA

Air – TA

All Remote Designees

All Union Presidents

CAJS-J1-HR Web Posting